ANTI-RACISM PEOPLE'S ASSEMBLY RESULTS

We need to be anti-racist because	For XR to succeed, we need to fight division and oppression wherever we see i	Uniting with other movements and standing in solidarity makes us stronger; there is a lot we can learn from others		BIPOC are at the heart of climate / ecological emergencies		But we're not getting it right yet	
What issues of racism do we need to address?	White superiority can limit attempts to reach out to others	White privilege and white fragility create defensiveness		n	novement prom white norms a	environmental vement promotes hite norms and hite superiority	
What are the first steps to confronting these issues?	EDUCATH Objective: Raise aware racism and behave ind collectively as an ar movement -Self-teach - <u>see re</u> -Anti-racist- training se members -Reflection and learning members -Pro-actively educate of importance of being ar links between ra environmental mo	 mmunications and education need to improve the engage with groups outside X W W<th>Object anti- contr -Com -Make -Think and -Publ race</th>				Object anti- contr -Com -Make -Think and -Publ race	
		11		Educating	ourselves will l	help us co	mmunicat



Educating ourselves will help us communicate better externally and internally, and is key to developing our culture

Activists have felt uncomfortable at our events BIPOC can feel excluded and overlooked within XRB and in some cases left XRB

We are overwhelmingly white and middle class

BIPOC experience lice very differently from how white people do

Not adopting the 4th demand can seem exclusionary For XR to succeed, we need to fight division and oppression wherever we see it

Improving our culture will help our ability to communicate and reach out to others

COMMUNICATE

ective: Use our position to promote ti-racist values and meaningfully tribute to overcoming oppression

nmunicate links between race and environmental movements

e messaging and concern for planet people-centred

nk through relationship with police and agree on how to communicate

blicly acknowledge XR failings on ce; betransparent in how we now respond

CULTURE

Objective: Build a culture within XRB where anti-racism is a core value

-Create shared group values and language; and hold ourselves to account

-Train focal points in emotional/incident racism response; log incidents

-Have transparent Anti-Racist WG mandate and actions

-Regularly reflect and refine our approach; avoid white filtering

-Revisit adopting the 4th demand